Workplace first aiders and legal requirements
OHS information for employers and workers

In Alberta, workplace first aiders need to be aware of legislation that might impact the services they provide.

Key information
Workplace first aiders and their employers have obligations under labour legislation.

Workers whose job description includes first aid may not be covered under the Emergency Medical Aid Act.

Occupational Health and Safety (OHS) Act

Alberta OHS legislation establishes minimum standards for healthy and safe practices in Alberta workplaces.

First aiders who meet the definition for a service provider in the OHS Act have obligations under Part 7 of the Act.

- Section 48(2) of the OHS Act requires persons who attend to ill or injured workers at the workplace to disclose their reports at the request of a Director of Medical Services. This allows the director to ask for the first aid reports and requires the first aiders to provide them.

Occupational Health and Safety (OHS) Code

First aiders should be familiar with Part 11 and Schedule 2 of the OHS Code.

It is important for first aiders and their employers to know that:

- Employers and prime contractors are required to provide first aid services, supplies and equipment according to Section 178(1) [employers] or Section 178(2) [prime contractors] of the OHS Code.
  - The number of first aiders, their qualifications and training must comply with Schedule 2, Tables 5, 6, or 7 of the OHS Code.
- Employers must ensure workplace first aiders successfully complete training from an approved first aid training agency.
  - The list of Government of Alberta approved first aid training agencies and courses is at alberta.ca/first-aid-training.aspx
- Employers are required to record all injuries and illnesses that occur at the work site. Section 183(2) of the OHS Code outlines record keeping requirements.
- Employers must manage first aid records in accordance with the Section 184 of the OHS Code.
- Employers must provide information about a product to a medical professional who requests that information in order to treat an injured worker in an emergency. Safety Data Sheets (SDSs) and
product labels may provide a valuable source of information on first aid treatment.

- **Employers must** ensure that a means of transportation is available for taking injured or ill workers to a health care facility. Section 180 of the OHS Code identifies emergency transportation requirements.

- **Employers must** ensure that communication systems are in place to summon ambulance transport when needed and that services are readily available to the work site when travel conditions are normal.

### Emergency Medical Aid Act

The *Emergency Medical Aid Act* is the name given to Alberta’s “Good Samaritan” legislation, which may be applicable to voluntary first aid services rendered at a work site.

If applicable, the *Emergency Medical Aid Act* provides the following legal and liability protection:

A person is “not liable for damages for injuries to or the death of that person alleged to have been caused by an act or omission on his or her part in rendering the medical services or first aid assistance, unless it is established that the injuries or death were caused by gross negligence on his or her part.” (Section 2 (b) of the *Emergency Medical Aid Act*).

This legislation offers protection to first aiders providing voluntary emergency first aid assistance.

### Workers’ Compensation Act

Section 37 of the *Workers’ Compensation Act* allows first aid records required to be kept under occupational health and safety legislation to be inspected by the Workers’ Compensation Board (WCB) or a designate of the Board, and by the injured worker (or his/her representative) to whom the records relate.

First aid treatment provided by work site first aiders for minor injuries does not need to be reported to WCB. However:

- **Employers and workers must** report any workplace incident to the WCB where the work injury disables or is likely to disable the worker beyond the day of the incident.

- **Employers must** also notify the WCB if the worker has medical aid treatment or other services provided by licensed medical practitioners.

### Know if you are covered

**Workers whose job description requires them to provide first aid services should speak with their employer to determine their position with regard to the *Emergency Medical Aid Act* and their legal protection.**
Workplace first aiders and legal requirements: OHS information


Contact Us

OHS Contact Centre
Anywhere in Alberta
• 1-866-415-8690
Edmonton & area
• 780-415-8690
Deaf or hearing impaired:
• 1-800-232-7215 (Alberta)
• 780-427-9999 (Edmonton)

PSI Online Reporting Service
alberta.ca/report-potentially-serious-incidents.aspx

Website
alberta.ca/occupational-health-safety.aspx

For more information

Workplace First Aid Approval: Alberta Plus Quality Management Plan (QMP) (FA017)
ohs-pubstore.labour.alberta.ca/FA017

First Aid Records (FA009)
ohs-pubstore.labour.alberta.ca/FA009

Oxygen Equipment and Related Training Requirements at Work Sites (FA013)
ohs-pubstore.labour.alberta.ca/FA013

Medication in First Aid Kits (FA014)
ohs-pubstore.labour.alberta.ca/FA014

Automated External Defibrillators in the Workplace (FA015)
ohs-pubstore.labour.alberta.ca/FA015

Reporting and Investigating Injuries and Incidents (LI016)
ohs-pubstore.labour.alberta.ca/LI016

Approved First Aid Agencies (FA016)
ohs-pubstore.labour.alberta.ca/FA016

Government of Alberta approved first aid training agencies and courses
alberta.ca/first-aid-training.aspx

Get copies of the OHS Act, Regulation and Code

Alberta Queen’s Printer
qp.gov.ab.ca

Occupational Health and Safety
alberta.ca/ohs-act-regulation-code.aspx

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